



**Redeemer Lutheran Church Newsletter**

February/March/April, 2023

**Pastor Ponderings**

(belated from February/March/April)

**Pastor Jack Way**

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Christmas, Annual meeting, Lent, Holy Week and Easter plus some funerals have added to the sense that the time has flown by for us here serving Redeemer. It has been a challenge attempting to complete what needs to be done. Especially for Kristi and myself, getting what is expected to be done in the amount of time that we have agreed to work has caused us to continue delaying publicizing a monthly newsletter.

After bringing the issue before the council for discussion in our last two meetings, we did not come up with a resolution for how to get newsletters completed and published as has been done in the past. A part time (50%) pastor, even with Kristi (our outstanding 6 hour per week office manager, administrative assistant, secretary) cannot complete all the things this congregation expects, "like they normally used to be". The council will continue talking about what may be necessary to change the frequency, or the format, or adding volunteers to write, collect, edit, organize and publicize upcoming newsletters.

In the April 17th council meeting it was suggested that I work with Kristi to review the draft(s) from preparing February, March and April's newsletter so that we can publicize an abbreviated newsletter ASAP. They recommended that all approved council meeting minutes be included. They are. I suggested we publicize the (belated) birthdays and anniversaries for Feb, Mar, Apr. Kristi and I went through other newsletter article submissions, reports and selected those items we felt still were important to share with you at this time. These things are what we have included in this newsletter.

If you have questions about something you feel should have been part of this newsletter, please contact Pastor Jack to discuss.

We will work on the May newsletter which might possibly be published on May 2<sup>nd</sup>, if all the stars align for us.

Christ is risen. *He is risen indeed, Alleluia!*

*With you a brother in Christ, for you a shepherd of Christ,*

**Pastor Jack**

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**FROM THE PRESIDENT** (belated)

I want to thank the 2022-2023 council members that are ending their dedicated work and time that they served on Redeemer's Council: Cindy Drehmel, Joan Reiersen and Skylar Severson. Also, thanks to the new members that have stepped forward: Barb VonAhsen, Dean Roberts, and Kristi Fehrman to serve on the 2023 council.

I also need to thank the 2023 Nominating Committee for their time, and phone calls to find Redeemer's members that are willing to fill the vacant positions on the council. The 2023 Nominating committee members were Gayle Krueger and Darlene Cutsforth.





**Devotion:** Skyler Severson presented “River Rocks and Remembrance” by Peter Wambler

**Invited guests (Correspondance and/or Guest comments):**

Bob Skare presented craft/maker's sale of items he has made that can be sold at church with the proceeds going to the church, prices will be his suggested prices or higher. Skyler Severson made a motion to proceed with the sale of items, Larry Gorman seconded the motion, motion passed. Items will start selling on Sunday 12/18/2022

Geri Gorman presented recommendations from the policy committee. Motion was made by Skyler Severson to accept the policy changes, Lynn Bubolz seconded the motion; motion passed. All were in favor.

**Executive committee report minutes and status update**

All reviews have been completed. There was a quick executive meeting after Pastor's review on December 8<sup>th</sup>, during that meeting Larry made a motion to increase the pastor yearly salary by one thousand, Rick seconded the motion and the motion passed. A 6 month contract will be written up with that adjustment and a 6 month contract that will expire on June 30<sup>th</sup>. In May we executive committee/council will need to evaluate if a contract should be extended or not based on Call committee's progress.

Motion was made by Larry Gorman to approve letter of agreement to extend Pastor Jack Way's interim contract to June 30, 2023. Lynn Bubolz seconded the motion. Motion carried.

**Review and approve the November 8, 2022 minutes.** Debbie Reieron made a motion to approve the Nov. 8, 2022 minutes, it was seconded by Joan Reieron; motion passed.

**Treasurer's report :** Rick Olson reported a short fall of \$550. There was some clarification on estate funds (financial account numbers 3.519.\*\*\*\* and 3.523.0000 ) that these are specific accounts and not part of the general Memorial fund. Skyler Severson made a motion to accept the treasurer report, Joan Reieron Seconded; motion passed

**Standing committee reports**

**financial reports for November, 2022**

- a. general fund
- b. Bennet Mutual Fund
- c. Memorial Fund

**Standing Committee reports for December 2022**

- d. Property
- e. WELCA
- f. Social Concerns & Evangelism
- g. Outreach
- h. Stewardship – needs a committee chair
- i. Lay Ministry – not actively meeting
- j. Worship Team

## **k. Finance/Budget summary**

### **I. Education sprouts - encouraged people to go to the December 21<sup>st</sup> Birthday party for Jesus at 6:00 PM**

Skyler Severson made a motion to accept committee reports received, Rick Olson seconded; motion passed.

#### **Old Business:**

##### **a. 2023 Budget Committee and meetings**

Beth Laufenberg recommended once we used up flexible spending/undesignated memorial funds, we use the Bennet saving account for general expense shortfalls (which is dividends and interest from the Bennet Fund; this savings account is held at Farmers and Merchants). Joan Reiersen made a motion to proceed in that manner, Lynn Bubolz seconded; motion passed.

Discussion on synod Benevolence payment, \$584 has already been paid, Steve Gilbert made a motion that total of \$1,465 plus whatever comes in by the end of the year be paid out to the synod. Debbie Reiersen seconded the motion; the motion passed.

Skyler Severson made a motion to approve the budget plan for 2023, Larry Gorman seconded; motion passed

##### **b. Call committee - will be doing a survey on Sunday 12/18/2022 at church.**

Financial Parameter/guidance based on budget committee recommendations

Pastoral Term discussion (already covered above that a 6-month contract is being worked on)

**c. Auditor Selection** Melanie Gilbert and Terry Tarpley, discussion about adding Lola Bortz (subject to Lola accepting the role) Skyler Severson made a motion to have Melanie Gilbert, Terry Tarpley and Lola Bortz (if willing) be auditors. Lynn Bubolz seconded the motion.

**d. Purchase of computer software/computer for office administrator** - Beth has made the purchase at a cost of \$911.88 which includes Microsoft. Discussion accounts to pull money from use \$334.44 h from the "Redeemer Equipment Fund" and \$772.57 – correct amount from the "Interest Credited to Account Balance" fund. Skyler Severson made the motion to pull the money from those funds, Lynn Bubolz seconded; motion passed.

**e. Thanksgiving turkey and ham giveaway** went well. Twenty-eight turkeys and 20 hams were given away on Sunday, November 13, 2022.

**f. Staff Assessment** – (see Executive Committee report already discussed.)

**g. Christmas Joy Tree fundraising** is going well.

#### **New Business**

Annual Meeting Sunday, January 29, 2023; council will host fellowship that day

Interim Pastoral Contract

Outreach, Evangelism

Social Concerns

Copier Contract discussion about color copies (that may be charged for all pages in a batch if the color copy button was selected even though the pages are black and white, so only pages that contain color should be done separately and manually collated. Office administrator is following up with the copier vendor) Steve Gilbert made a motion to accept a 5 year contract with Corporate Business solutions, Lynn Bubolz seconded; motion passed.

We were contacted by another congregation's president in the area inquiring about the possibility of sharing a Pastor. The council discussed this.

Dates to remember:

next council meeting 1/10/2023

annual meeting 1/29/2023

Motion to adjourn at 8:43 P.M. was made by Debbie Reiersen, seconded by Lynn Bubolz; motion passed

Skyler Severson, acting secretary

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**Redeemer Lutheran Church Council Meeting**

**January 12, 2023 6:00 pm**

Minutes approved 2-13-2023

**Present:** Lynn Bubolz      Cindy Drehmel      Steve Gilbert  
Larry Gorman      Rick Olson      Debbie Reiersen  
Joan Reiersen      Skyler Severson      Pastor Jack Way  
Non-council members present: Beth Laufenberg

**Invited Guests:**

Beth Laufenberg: Call Committee & Book keeper

**Meeting was called to order** by President Cindy Drehmel at 6:05 PM

**Approve Agenda:**

**Additions/Corrections**

3. Discussion on mission investment fund
4. Salary vs Hourly for ground keeper position
5. Annual meeting

Motion to accept revised agenda by Skyler Severson, seconded by Debbie Reiersen ; motion passed

**Devotion:** Lords Prayer

**Invited guests (Correspondence and/or Guest comments):**

Beth Laufenberg - call committee: needs direction from the council regarding how much time the new pastor will be, as well as salary and years of experience. A decision is needed in the next month or two.

Lynn Bubolz made a motion to seek a part time pastor, with any number of years of experience and follow synod guidelines in regards to salary; Rick Olson seconded the motion the motion passed.

Discussion about the separate Neighborhood table checking account at Farmers and Merchant union bank, (note the bank was charging a monthly fee of \$10 that upon noticing by the account signers, the Book keeper after being notified was able to negotiate that the fee be removed for the months that a fee was incurred. Discussion about allowing the book keeper to see and monitor the account.) A Motion was made by Larry Gorman to approve Beth Laufenberg, Redeemer Lutheran Church Bookkeeper, to have access to inquiry into the account, and view account documents related to the Neighborhood Table checking account at Farmer's & Merchants Union Bank. The motion was seconded by Pastor Jack Way, the motion passed.

**Cindy Drehmel presented Mission Investment fund for a better investment return rate for monies** Discussion then followed reviewing rates at the Farmer's & Merchants Union Bank vs the Mission Investment Fund. Larry Gorman made a motion to move \$10,000 to a CD with a 12 month term at Farmer's & Merchants Union Bank with Beth Laufenberg (Bookkeeper) and Rick Olson (Treasurer) as signers. Money will be moved out of the general funds savings account. This is for money designated to the Hinzman Youth fund account. Skyler Severson seconded the motion, the motion passed.

#### **Salary VS. Hourly for Grounds keeper discussion**

Larry Gorman made a motion for grounds keepers salary be changed from hourly to \$3,000 per year salary. Steve Gilbert seconded, the motion passed.

**Review and approve the December 13 2022 minutes.** Joan Reiersen made a motion to approve the December 13, 2022 minutes, it was seconded by Lynn Bubolz; motion passed.

Review and approve the electronic email minutes from December 20, 2022 (approval of the sale of cross stitch kits). Rick Olson made a motion to approve those minutes, Larry Gorman seconded, and the motion passed.

**Treasurer's report** : Rick Olson presented the treasurer report and answered any questions. No shortfall for the month of December. Steve Gilbert made a motion to accept the treasurer report, Debbie Reiersen seconded; motion passed

#### **Standing committee reports**

##### **financial reports for December, 2022**

- a. general fund
- b. Bennet Mutual Fund
- c. Memorial Fund

##### **Standing Committee reports for January 2023**

- d. Property –
- e. WELCA
- f. Social Concerns & Evangelism
- g. Outreach –

**h. Stewardship – needs a committee chair**

**i. Lay Ministry – not actively meeting**

**j. Worship Team**

**k. Finance/Budget summary**

**l. Education sprouts 7 children participating**

Skyler Severson made a motion to accept committee reports received, Lynn Bubolz seconded; motion passed.

**Additional verbal committee reports were given.**

Property committee:

Copier Contract complete.

Pews moved to garage,

upcoming meeting with the sound system company,

took down Christmas tree.

Altar Guild - candles moved away from the curtain

Outreach: visitations made by members of the church to people homebound.

Craft sale has brought in \$160 so far

“Christmas Joy Tree” has brought in \$1,605

**Pastor's Report - was focused on the worship teams report** Debbie Reiersen made a motion to accept Pastor Jack Way's written and verbal report, seconded by Larry Gorman, motion passed.

**Old Business:**

- a. Interim Pastoral Contract Signed on December 24, 2022.
- b. auditors: Melanie Gilbert, Terry Tarpley, and possibly Lola Bortz
- c. Christmas Tree of Joy fund raising project summary, covered above in committee's report
- d. Winter fund raising ideas for church (covered above in committee's reports)

**New Business**

- Outreach/Evangelism, introduction of youth/family programs to encourage membership such as campfire fun nights. (no new discussion on this topic)
  - Reintroduction of “Friendly Souls Program” to work with conjunction with FM101.7 Homebound visitation program
- going out and giving communion, will get a list of members/volunteers who used to be involved in outreach in the past.
- Reintroduction on Neighborhood Table (no decision made)
  - Annual meeting Sunday, January 29, 2022
- Rick Olson and Beth Laufenberg will handle the financial reports
- council will provide food for fellowship

Dates to remember:

Annual meeting 1/29/2023

Next council meeting Monday 2/13/2023 at 6 PM (Debbie Reiersen volunteered to do devotions)

Installation of elected council members, Bennett Trust, Memorial Secretaries and Nominating Committee – Sunday, February 5, 2023.



Motion to adjourn at 8:07 P.M. was made by Skyler Severson, seconded by both Debbie Reiersen and Lynn Bubolz; motion passed

Skyler Severson, acting secretary

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**REDEEMER LUTHERAN CHURCH COUNCIL MEETING  
FEBRUARY 13, 2023 – 6:00 P.M.**

Approved Minutes 3-20-2023

**Present:** Larry Gorman, Barb VonAhsen, Debbie Reiersen, Steve Gilbert, Dean Roberts, Kristi Fehrman, Pastor Jack Way.

**Absent:** Rick Olson, excused.

**Meeting was called to order by President Larry Gorman at 6:02 p.m.**

**Approve Agenda**

Lynn Bubolz made a motion to approve the agenda. Seconded by Steve Gilbert. Motion carried. All were in favor.

**Devotions** were given by Debbie Reiersen. Steve Gilbert will have devotions for March 2023.

**Review/Approve Minutes from: 1-12-2023 council minutes and email Electronic Executive Committee Minutes from 1-18-2023.**

Motion was made by Dean Roberts to approve the January 12, 2023 council meeting minutes. Seconded by Lynn Bubolz. Motion carried. All were in favor.

Motion was made by Kristi Fehrman to approve the January 18, 2023 email electronic executive committee meeting minutes approving Gayle Krueger as a new church counter. Seconded by Debbie Reiersen. Motion carried. All were in favor.

**Correspondence and/or Guest Comments**

**Geri Gorman: Presentation of Updated Policies.** Geri gave council a copy of the Policy Committee meeting minutes from 2-6-23 and several proposed updated church policies which we went over. They were: *"Policy Regarding Review of Policy Book, Responsibilities of Redeemer Executive Committee, Responsibilities of Redeemer Council President, General Responsibilities for All Council Members, Background Check Policy for Redeemer Lutheran Church, Background Check Authorization Form."*

Motion was made by Debbie Reiersen to approve the Updated Policies as presented and discussed with some revision. Seconded by Kristi Fehrman. Motion carried. All were in favor.

**Call Committee Report: Ministry Site Profile**

Motion was made by Steve Gilbert to approve the Call Committee "Ministry Site Profile" which will be sent to ELCA (Synod). Seconded by Debbie Reiersen. Motion carried. All were in favor.

**Consent Agenda (below items approved in one motion)**

**Financial Reports for: January**

- a. **General Fund** – Rick Olson
- b. **Bennett Fund** – Rick Olson {all reports were given by Larry Gorman}
- c. **Memorial Fund** – Rick Olson

**Standing Committee Reports:**

- d. **Property** – Dean Roberts – Written report and council discussed fellowship area in the back of the church – move 2 more pews to parsonage. Also discussed how to pay for new sound system.

Motion was made by Lynn Bubolz to use up all Mary Gray estate money, then designated sound system money, then Hinzman estate money, to pay for the new sound system. Seconded by Steve Gilbert. Motion passed. All were in favor.

- e. **WELCA** – Debbie Reiersen
- f. **Social Concerns** – Lynn Bubolz
- g. **Outreach** – Steve Gilbert
- h. **Stewardship** – Rick Olson
- i. **Lay Ministry** – Barb VonAhsen
- j. **Education** – Debbie Reiersen
- k. **Worship team** – Kristi Fehrman – Wednesday Lenten services, planned soup suppers.
- l. **Policy Committee** – Steve Gilbert

Motion was made by Steve Gilbert to approve financial reports and standing committee reports. Seconded by Lynn Bubolz. Motion carried. All were in favor.

**Staff Reports:**

- a. **Pastor’s Report: Ash Wednesday/Lenten Services**

Pastor Jack Way gave a verbal report. Ash Wednesday (2-22-23) services will be 3:00 and 7:00 p.m. RACA is talking about an Easter Egg event for this year. The Rio Library is the principal sponsor. We will discuss again at March meeting. Also, after Easter, talked about having a volunteer sign-up sheet to provide flowers for the sanctuary going forward.

**Old Business:**

None.

**New Business:**

- a. **Lutherdale Scholarship** (Deadline March 31, 2023)  
High School week (Gr. 9-11) – June 18-23, 2023; STEAM Camp (Gr. 3-8) - June 25-30, 2023. Motion was made by Steve Gilbert to pay half of the \$525. fee for Lutherdale Summer campers. Seconded by Barb VonAhsen. Motion carried. All were in favor.
- b. **Easter Egg Hunt Donation to RACA & Baskets, Rio Library**  
See Pastor’s report and tabled until March 2023 Council Meeting
- c. **Groundskeeper (Kurt Johnson)**  
Kurt Johnson suffered a broken thumb while clearing sidewalks at Redeemer. A worker’s comp report was sent in for Kurt that will pay his medical bills.  
Motion was made by Dean Roberts to pay Kurt Johnson \$250. during his recovery from a broken thumb in appreciation for his long time dedicated service to Redeemer. Seconded by Steve Gilbert. Motion passed. All were in favor.
- d. **Set Date for future monthly meetings.**  
Motion was made by Steve Gilbert to meet on March 20 and April 17, 2023 and then revisit when our monthly meetings should be held. Seconded by Kristi Fehrman. Motion carried. All were in favor.

**e. Master Calendar**

Tabled until March 2023 Council Meeting

**f. Devotional Schedule**

President Larry Gorman provided Council with a monthly list of council members who are assigned a month to have council meeting devotions for 2023.

**Items for Discussion**

**a. Annual Meeting/After church discussion.**

Council discussed the annual meeting and how things went. We appreciate all who attended. There were concerns discussed.

**b. Narthex items** - it was decided to remove sale items from the narthex with thanks to Bob Skare and Barb Nelson for donating items to help Redeemer make some money. Pastor Jack Way will call them to thank them and see if they want their items back or if they'd like the church to keep them to try to sell later.

**Thanksgivings:**

- Thank you to the Call Committee for their ongoing work.
- Thank you to the Sprouts for the wonderful music on Sunday, February 12, 2023.
- Thank you to the church auditors and nominating committee for all their work.

**Adjourn/Closing Prayer**

Motion was made by Steve Gilbert to adjourn the meeting at 8:45 p.m. Seconded by Lynn Bubolz. Motion carried. Followed with the Lord's Prayer.

**Dates to Remember:**

February 22, 2023 – Ash Wednesday, 3:00 and 7:00 p.m.  
Next Council Meeting – Monday, March 20, 2023.

Debbie Reiersen  
Council Secretary

**February Birthdays** (belated)

Sandy Brewer	Feb. 5
Barb Nelson	Feb. 7
Lauri Porter	Feb. 12
Valerie Way	Feb. 15
Lynn Bubolz	Feb. 17
Kurt Johnson	Feb. 18
Kelly Falk	Feb. 20
Timothy Jaynes	Feb. 25

**February Anniversaries** (belated)

Norm & Donna Kearney	Feb. 6
Spencer & Nancy Wescott	Feb. 27

**March Birthdays** (belated)

Isaac Severson	Mar. 1
Gloria Lang	Mar.3
Kristi Fehrman	Mar.7
Bob Risgaard	Mar. 10

**March Anniversaries** (belated)

None that we are aware of

Roger Fehrman	Mar. 14
Cindy Drehmel	Mar. 14
Terry Tarpley	Mar. 15
Chad Risgaard	Mar. 16
Norma Nelson	Mar.20
Jennifer Swiggum	Mar. 24

**April Birthdays**

Dorothy Homman	4/20
Jeffrey Corning	4/27
Loreli Jenkins	4/28
Skyler Severson	4/30
Linda Olson	4/30

**April Anniversaries**

David & Grace Hinzman	4/9
Daniel & Lynn Bubolz	4/17
Ron & Debbie Reierson	4/28

**REDEEMER LUTHERAN CHURCH**  
**610 LINCOLN AVE**  
**RIO, WISCONSIN 53960**  
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**Staff & Council Contacts**  
**REDEEMER LUTHERAN CHURCH**  
If you have any comments or needs that should  
be addressed, please contact our leadership:

**THE CHURCH COUNCIL**

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Barb Von Ahsen (Vice president)	(920) 992-3860
Debbie Reiersen (Secretary)	(608) 347-1952
Rick Olson (Treasurer)	(920) 992-5418
Kristi Fehrman (Trustee)	(608) 837-8144
Steve Gilbert (Trustee)	(920) 992-5219
Lynn Bubolz (Trustee)	(920) 992-3494
Dean Roberts (Trustee)	920)992-5675
Robert Risgaard (Bennett Treasurer)	(920) 992-5258
Geri Gorman (Memorial Treasurer)	(920) 992-3213

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**Beth Laufenberg-** Bookkeeper  
**April Severson-** Custodian  
**Kurt Johnson-** Yard Maintenance  
**Geri Gorman-** Music Director  
**Gayle Krueger-** Choir accompanist  
**Claudine Hanson-**Organist